the I Party and Ex. M. 2 was not dated. Explanation Ex. M.2 was not satisfactory. Therefore they recommended to the Departmental Head for removal of his name confirming loss of lien. The Departmental Head gave approval for confirmation of loss of lien as per Ex. M. 3 Note sheet. As per Ex. M. 4 I Party's explanation was considered and communication was sent to him confirming the loss of lien. Ex. M. 5 is the appeal made by I Party to the General Manager and that appeal was dismissed as per Ex. M. 6. The employee's past record was also not satisfactory. As per Ex. M. 7 I Party progress increment was deferred. Ex. M. 6 was warning notice issued to I Party. Ex. M. 9 is the suspension notice and its enclosure is Ex. M. 10. Ex. M. 11 is the another memo issued to I Party. He further says that I Paty's attendance was very bad.

7. I have no reason to disbelieve the version of M.W. 1 which is supported by Ex. M 1 to M–11 and also his version stands unrebuted. As already stated the I Party workman has not evinced any interest and has not let in any evidence worth the name In support of his case. I have perused M–1 to M–11 documents marked on behalf of the II party and find that all the procedures have been followed in case of I Party workman. There are no materials to hold that II Party was not justified in treating I Party workman as having lost lien on his appointment w.e.f. 29th June 1973 under clause 18(ii) of their Standing Orders. I therefore, hold that the action of the II Party management is justified.

8. In the result, the reference is rejected. No order as to costs.

H. SHANMUKHAPPA,
Presiding Officer,
Labour Court, Bangalore.

Order No. SWL 50 LLA 78
Bangalore, dated 13th March 1978.

Whereas by State Government Order No. SWL 158 LLD 75, dated 6th May 1975 the Industrial Dispute between the workmen and the management of Hindustan Aeronautics Ltd., Bangalore was referred to the Labour Court, Bangalore for adjudication;

And, whereas, the Presiding Officer, Labour Court, Bangalore, has submitted to the State Government its award in respect of the said Industrial Dispute;

Now, therefore, in exercise of the powers conferred by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Karnataka are pleased to direct the publication of the said award as above, in the *Karnataka Gazette.*

By Order and in the name of the Governor of Karnataka,

B. MANAMOHAN,
Under Secretary to Government,
Social Welfare and Labour Department.

2700—S.O. 783